

C O U N C I L      C O M M U N I C A T I O N

TO:     THE CITY COUNCIL  
FROM:   THE CITY MANAGER'S OFFICE

COUNCIL MEETING DATE  
JULY 5, 1989

SUBJECT:    AMENDED SALARIES FOR VARIOUS MANAGEMENT EMPLOYEES

PREPARED BY:                   City Manager

RECOMMENDED ACTION:       That the City Council approve an adjustment to Management employee salary ranges for fiscal 1989-SO effective June 26, 1989.

BACKGROUND INFORMATION:    The City Council two years ago implemented a new and innovative method of setting salary ranges for Management employees. It established percentage differentials between each management class and the City Manager. The plan provides that each year only the City Manager's compensation will be surveyed and an adjustment approved by the City Council based on the results of that survey. The previously established percentage differentials between, for example, the City Manager and the Finance Director, the City Manager and the Public Works Director, etc., remain the same. The classes in this Management group are:

- |                                                |                                 |
|------------------------------------------------|---------------------------------|
| • Administrative Assistant to the City Manager | • Finance Director              |
| • Assistant City Manager                       | • Fire Chief                    |
| • Community Center Director                    | • Parks and Recreation Director |
| • Community Development Director               | • Personnel Director            |
| • Electric Utility Director                    | • Police Chief                  |
|                                                | • Public Works Director         |

The plan further provides that every three years we will survey the other classes as well to determine if the percentage differentials are still in line. Once the salary ranges have been established, the City Manager then sets each department head's salary within the range. The range extends from 10% below the control point to 10% above the control point.

This agenda lists a Closed Session for the purpose of reviewing this information. The City Council then has the opportunity to return to Open Session to take whatever action it deems appropriate.

Respectfully submitted,



Thomas A. Peterson  
City Manager

TAP:br

COUNC585

§1  
RESOLUTION NO. 89-82

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LODI  
SETTING THE MONTHLY CONTROL POINTS  
FOR CERTAIN UNCLASSIFIED PERSONNEL  
EFFECTIVE JUNE 26, 1989 AND JANUARY 1, 1990

RESOLVED, by the City Council of the City of Lodi that the following monthly control points for unclassified personnel are hereby established. These control points include salary, pension and deferred compensation.

Management Employees	Control Point Effec. 6/26/89	Control Point Effec. 1/1/90
. Assistant City Manager	\$5,370	45,438
. Community Development Director	5,432	5,552
. Electric Utility Director	6,001	6,133
. Finance Director	5,335	5,514
. Fire Chief	5,365	5,483
. Police Chief	5,711	5,837
. Parks & Recreation Director	4,952	5,061
. Personnel Director	4,380	4,476
. Public Works Director	6,001	6,133
. Administrative Assistant to the City Manager	3,533	3,611
. Community Center Director	3,342	3,416

Dated: July 6, 1989

I hereby certify that Resolution No. 89-82 was passed and adopted by the City Council of the City of Lodi in an adjourned meeting held July 6, 1989 by the following vote:

**Ayes:** Councilmembers - Hinchman, Olson, Pinkerton, Reid and Snider (Mayor)

**Noes:** Councilmembers - None

**Absent:** Councilmembers - None

Attest:

*Alice M. Reimche*  
Alice M. Reimche  
City Clerk

RESOLUTION NO. 85-82

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LODI  
SETTING THE MONTHLY CONTROL POINTS  
FOR CERTAIN UNCLASSIFIED PERSONNEL  
EFFECTIVE JUNE 26, 1989 AND JANUARY 1, 1990

RESOLVED, by the City Council of the City of Lodi that the following monthly control points for unclassified personnel are hereby established. These control points include **salary**, pension and deferred compensation.

Management Employees	Control Point Effec. 6/26/89	Control Point Effec. 1/1/90
. Assistant City Manager	\$5,370	\$5,488
. Community Development Director	5,432	5,552
. Electric Utility Director.	5,001	6,133
. Finance Director	5,395	5,514
. Fire Chief	5,365	5,483
. Police Chief	5,711	5,837
. Parks & Recreation Director	4,952	5,061
. Personnel Director	4,380	4,476
. Public Works Director	6,001	5,133
. Administrative Assistant to the City Manager	3,533	3,611
. Community Center Director	3,342	3,416

Dated: July 6, 1989

I hereby certify that Resolution No. 89-82 was passed and adopted by the City Council of the City of Lodi in an adjourned meeting held July 6, 1989 by the following vote:

Ayes: Councilmembers - Hinchman, Olson, Pinkerton, Reid and  
Snider (Mayor)

Noes: Councilmembers - None

Absent: Councilmembers - None

Attest:

*Alice M. Reimche*  
Alice M. Reimche  
City Clerk

C O U N C I L      C O M M U N I C A T I O N

TO:     THE CITY COUNCIL  
FROM:   THE CITY MANAGER'S OFFICE

COUNCIL MEETING DATE  
JULY 5, 1989

SUBJECT:    AMENDED SALARIES RANGES FOR VARIOUS MID-MANAGEMENT EMPLOYEES

PREPARED BY:                   City Manager

RECOMMENDED ACTION:           That the City Council approve an adjustment to  
Mid-Management employee salary ranger for fiscal  
1989-90 *effective* June 26, 1989.

BACKGROUND INFORMATION:       The City Council two years ago implemented a *new*  
and innovative method of setting salary ranges for  
Management and Mid-Pianageinent employees. It  
established percentage differentials between each  
management class and the City Manager. This was  
then expanded to establish percentage differentials between Management and  
Mid-Management employees. The plan provides that each year only the City  
Manager's compensation wi1l be surveyed and an adjustment approved by the City  
Council- based on the results of that survey. The previously established  
percentage differentials between, for example, the City Manager and the  
Finance Director, the City Manager and the Public Works Director, etc., remain  
the same. Likewise, the differentials between Management and Mid-Management  
remain the same.

The plan further provides that every three years we will survey the other  
classes as well to determine if the percentage differentials are still in  
line.

This agenda lists a Closed Session for the purpose of reviewing this  
information. The City Council *then* has the opportunity to return to Open  
Session to take whatever action it deems appropriate.

Respectfully submitted,



Thomas A. Peterson  
City Manager

TAP:br

COUNC588

RESOLUTION NO. 89-83<sup>82</sup>

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LODI  
SETTING THE MONTHLY CONTROL POINTS FOR CERTAIN MID-MANAGEMENT EMPLOYEES  
EFFECTIVE JUNE 26, 1989 AND JANUARY 1, 1990

RESOLVED that the City Council of the City of Lodi does hereby set the salaries for mid-management employees, other than those **linked** to the police, dispatcher and fire employee bargaining units, as set forth in the attached schedules.

Dated: July 5, 1989

I hereby certify that Resolution No. 89-83<sup>82</sup> was passed and adopted by the City Council of the City of Lodi in an adjourned meeting held July 6, 1989 by the following vote:

**Ayes:** Council Members - Hinchman, Olson, Pinkerton, Reid and Snider (Mayor)

**Noes:** Council Members - None

**Absent:** Council Members - None

Alice M. Reimche  
City Clerk

EXHIBIT A

Effective 6/26/89

PR47

OCCUPATION, WAGE &amp; TITLE REPORT

MONTHLY WAGE

Mid-Management

6/26/89

TITLE	BFTS/OCC	STEP A	STEP B	STEP C	STEP D	STEP E
ACCOUNTANT I	R 345	2,001.71	2,101.81	2,206.91	2,317.26	2,433.14
ACCOUNTANT II	R 340	2,322.68	2,439.36	2,559.89	2,688.16	2,822.24
ADMINISTRATIVE ASSISTANT	019	2,178.96	2,178.96	2,178.96	2,178.96	2,178.96
ADMINISTRATIVE ASSISTANT	R 021	2,137.73	2,244.61	2,356.83	2,474.67	2,598.41
ASSISTANT CITY ENGINEER	R 045	3,431.68	3,603.24	3,783.40	3,972.58	4,171.22
ASSISTANT FINANCE DIRECTOR	R 054	2,822.24	2,966.10	3,113.81	3,267.34	3,432.53
ASSISTANT STREET SUPERINTENDENT	R 306	2,550.60	2,678.15	2,812.07	2,952.67	3,100.33
ASSOCIATE PLANNER	R 068	2,520.54	2,646.60	2,778.94	2,917.87	3,063.78
ASST. ELECTRIC UTILITY DIRECTOR	R 063	4,173.13	4,381.80	4,600.88	4,830.92	5,072.48
BLDG & EQUIPT MAINT. SUPERINTENDENT	R 165	2,531.23	2,657.78	2,790.67	2,930.20	3,076.71
CHIEF BUILDING INSPECTOR	R 087	2,941.90	3,089.00	3,243.44	3,405.66	3,575.88
CHILDRENS LIBRARIAN	R 225	2,205.28	2,399.53	2,519.50	2,645.50	2,777.77
DATA PROCESSING SUPERVISOR	R 120	2,416.04	2,536.82	2,663.68	2,796.88	2,936.72
ELECTRIC UTILITY RATE ANALYST	R 418	2,707.62	2,842.99	2,985.71	3,133.87	3,289.06
ELECTRIC UTILITY RATE ANALYST SR.	R 148	3,126.57	3,282.07	3,446.72	3,618.69	3,799.83
ELECTRIC UTILITY SUPERINTENDENT	R 423	3,620.90	3,802.04	3,992.23	4,191.48	4,401.61
ELECTRICAL ENGINEER	R 141	3,629.68	3,812.61	4,002.89	4,202.31	4,410.86
ELECTRICAL ENGINEER - STANDARDS	R 142	3,073.51	3,227.19	3,388.20	3,558.33	3,736.89
FIELD SERVICES SUPERVISOR	R 172	2,052.73	2,155.39	2,263.16	2,376.31	2,495.15
FIRE-ADMINISTRATIVE OFFICER	R 090	3,245.12	3,417.86	3,598.75	3,768.19	3,956.61
FIRE-SHIFT-SUPERVISOR	R 189	2,811.86	2,982.43	3,100.07	3,255.06	3,417.82
MANAGER ADULT SERVICES	R 223	2,519.50	2,645.50	2,777.77	2,916.66	3,062.50
MANAGER, KATES & RESOURCES	R 250	3,629.68	3,812.61	4,002.89	4,202.31	4,410.86
PARK SUPERINTENDENT	R 285	2,520.20	2,646.21	2,778.55	2,917.48	3,063.37
PERSONNEL ANALYST	R 291	2,341.83	2,458.88	2,581.15	2,710.72	2,846.57
POLICE CAPTAIN	R 297	3,644.76	3,827.00	4,018.32	4,219.26	4,430.21
POLICE-LIEUTENANT	R 303	3,148.48	3,305.91	3,471.21	3,644.76	3,827.00
POLICE SERGEANT	R 309	2,719.75	2,855.78	2,998.52	3,148.48	3,305.86
PURCHASING OFFICER	R 323	2,738.62	2,875.54	3,019.32	3,170.27	3,328.79
RECREATION SUPERINTENDENT	R 337	2,499.03	2,623.94	2,755.13	2,892.87	3,037.52
RECREATION SUPERVISOR	R 336	2,158.68	2,266.67	2,379.99	2,499.03	2,623.94
SENIOR CIVIL ENGINEER	R 155	3,113.01	3,268.66	3,432.10	3,603.70	3,783.88
SENIOR RECREATION SUPERVISOR	R 330	2,379.99	2,499.03	2,623.94	2,755.15	2,892.91
SERVICES-DIVISION SUPERVISOR	R 419	1,702.10	1,777.22	1,877.06	1,981.93	2,092.02
STREET SUPERINTENDENT	R 387	2,933.19	3,079.86	3,233.86	3,395.59	3,565.37
WASTEWATER TREATMENT SUPERVISOR	R 424	2,723.91	2,860.09	3,003.07	3,153.24	3,310.89
WATER / WASTEWATER SUPERINTENDENT	R 432	3,132.55	3,289.18	3,453.63	3,626.30	3,807.65

+ 4.540

EXHIBIT B

Effective 1/1/90

FR47

OCCUPATION, WAGE &amp; TITLE REPORT

MONTHLY WAGE

Mid-Management

6/26/89

TITLE	AFIS/OCC	STEP A	STEP B	STEP C	STEP D	STEP E
ACCOUNTANT I	B 345	2,045.73	2,140.04	2,255.47	2,360.25	2,486.68
ACCOUNTANT II	B 348	2,373.77	2,493.03	2,616.20	2,747.39	2,884.33
ADMINISTRATIVE ASSISTANT	019	2,226.89	2,226.89	2,226.89	2,226.89	2,226.89
ADMINISTRATIVE ASSISTANT	B 021	2,104.77	2,293.99	2,400.68	2,522.12	2,655.57
ASSISTANT CITY ENGINEER	B 045	3,507.17	3,682.52	3,866.65	4,059.98	4,262.98
ASSISTANT FINANCE DIRECTOR	B 054	2,804.33	3,031.36	3,182.32	3,339.23	3,508.04
ASSISTANT STREET SUPERINTENDENT	B 386	2,606.71	2,737.06	2,873.93	3,017.63	3,168.54
ASSOCIATE PLANNER	B 068	2,575.99	2,704.82	2,840.09	2,982.07	3,131.18
ASST. ELECTRIC UTILITY DIRECTOR	B 063	4,264.93	4,478.20	4,702.11	4,937.19	5,184.07
BLDG & EQUIPT MAINT. SUPERINTENDENT	B 165	2,586.91	2,716.26	2,852.07	2,994.66	3,144.40
CHIEF BUILDING INSPECTOR	B 007	3,006.62	3,156.95	3,314.79	3,480.59	3,654.55
CHILDRENS LIBRARIAN	B 225	2,335.55	2,452.31	2,574.93	2,703.69	2,838.08
DATA PROCESSING SUPERVISOR	B 120	2,469.19	2,592.63	2,722.29	2,858.42	3,001.33
ELECTRIC UTILITY RATE ANALYST	B 418	2,767.18	2,905.54	3,051.41	3,202.82	3,365.51
ELECTRIC UTILITY RATE ANALYST SR.	B 148	3,195.36	3,354.29	3,522.56	3,698.30	3,883.42
ELECTRIC UTILITY SUPERINTENDENT	B 423	3,700.57	3,885.67	4,080.07	4,283.70	4,498.44
ELECTRICAL ENGINEER	B 141	3,709.52	3,894.48	4,090.95	4,294.77	4,507.91
ELECTRICAL ENGINEER - STANDARDS	B 142	3,141.13	3,298.19	3,462.73	3,636.61	3,819.77
FIELD SERVICES SUPERVISOR	B 172	2,097.89	2,202.82	2,312.95	2,428.59	2,550.03
FIRE ADMINISTRATIVE OFFICER	B 090	3,255.12	3,417.86	3,588.75	3,768.19	3,956.61
FIRE SHIFT SUPERVISOR	B 189	2,811.86	2,952.43	3,100.07	3,255.06	3,417.82
MANAGER ADULT SERVICES	B 223	2,574.93	2,703.69	2,838.88	2,980.82	3,129.88
MANAGER, RATES & RESOURCES	B 250	3,709.52	3,894.48	4,090.95	4,294.77	4,507.91
PARK SUPERINTENDENT	B 285	2,575.64	2,704.43	2,839.48	2,981.66	3,130.75
PERSONNEL ANALYST	B 291	2,393.36	2,512.98	2,637.94	2,770.34	2,909.18
POLICE CAPTAIN	B 297	3,644.76	3,827.00	4,018.32	4,219.26	4,430.21
POLICE LIEUTENANT	B 303	3,140.40	3,305.91	3,471.21	3,644.76	3,827.00
POLICE SERGEANT	B 309	2,719.76	2,855.78	2,998.52	3,148.48	3,305.86
PURCHASING OFFICER	B 323	2,798.88	2,938.80	3,085.75	3,240.02	3,402.02
RECREATION SUPERINTENDENT	B 337	2,554.00	2,601.66	2,651.73	2,704.51	2,760.34
RECREATION SUPERVISOR	B 336	2,206.18	2,316.55	2,432.36	2,554.00	2,681.66
SENIOR CIVIL ENGINEER	B 155	3,181.50	3,340.57	3,507.61	3,682.98	3,867.13
SENIOR RECREATION SUPERVISOR	B 338	2,432.36	2,554.00	2,681.66	2,815.76	2,956.55
SERVICES DIVISION SUPERVISOR	B 419	1,932.10	1,997.22	2,097.06	2,201.93	2,312.02
STREET SUPERINTENDENT	B 387	2,997.72	3,147.61	3,305.02	3,470.30	3,643.80
WASTEWATER TREATMENT SUPERVISOR	B 424	2,783.84	2,923.01	3,069.13	3,222.62	3,383.74
WATER / WASTEWATER SUPERINTENDENT	B 432	3,201.47	3,361.55	3,529.62	3,706.08	3,891.41

1223

C O U N C I L      C O M M U N I C A T I O N

TO :     THE CITY COUNCIL  
FROM:    THE CITY MANAGER'S OFFICE

COUNCIL MEETING DATE  
JULY 5, 1989

SUBJECT:    AMENDED COMPENSATION FOR CITY COUNCIL APPOINTEES

PREPARED BY:                      City Manager

RECOMMENDED ACTION:            That the City Council review the compensation survey data for the three City Council appointees, namely the City Manager, City Attorney and City Clerk, and take action as deemed appropriate.

BACKGROUND INFORMATION:        The City Council two years ago implemented a new and innovative method of setting salary ranges for Management employees, including the City Council appointed positions of City Attorney and City Clerk. It established percentage differentials between the City Attorney and the City Manager and the City Clerk and the City Manager. The plan provides that each year only the City Manager's compensation will be surveyed and an adjustment approved by the City Council based on the results of that survey. The previously established percentage differentials between the City Attorney and the City Manager and the City Clerk and the City Manager would remain the same. After the City Council has approved the ranges for these classes, which is from 10% below to 10% above the control point, it then sets the individual salaries within these ranges.

Mayor Snider has directed that this item be placed on this agenda so that the City Council can review this information and take whatever action is deemed appropriate at approximately the same time as action is being taken on compensation adjustments for other employees.

Respectfully submitted,



Thomas A. Peterson  
City Manager

TAP:br

COUNC587



83  
RESOLUTION NO. 89-83'

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LODI  
SETTING THE MONTHLY CONTROL POINTS FOR ITS APPOINTEES  
EFFECTIVE JUNE 26, 1989

RESOLVED, that the City Council of the City of Lodi does hereby set the monthly control point for its appointees effective June 26, 1989 as follows. These amounts include salary, pension and deferred compensation.

Appointee	Control Point Effective 6/26/89	Control Point Effective 1/1/90
• City Manager	\$7,062	\$7,211
• City Attorney	6,002	6,129
• City Clerk	3,886	3,968

Dated: July 6, 1989

83

I hereby certify that Resolution No. 89-81 was passed and adopted by the City Council of the City of Lodi in a adjourned meeting held July 6, 1989 by the following vote:

Ayes: Councilmembers - Hinchman, Olson, Pinkerton, Reid and Snider (Mayor)

Noes: Councilmembers - None

Absent: Councilmembers - None

Attest: .

*Alice M. Reimche*  
Alice M. Reimche  
City Clerk

1989 CITY MANAGER COMPENSATION SURVEY

City	Total Monthly Compensation as of 6/89
Fairfield	\$8535
Stockton	7983
Vacaville	7928
Tracy	7646
Modesto	7347
Merced	6988
Visalia	6909
Roseville	6901
<u>LODI</u>	6758
Davis	6602
Manteca	6599
Redding	6554
Chico	6532
Clovis	6329
Turlock	5612
Woodland	5402

Survey Mean    \$6924

Lodi is 2.46% below the survey mean

SALSUR89

RESOLUTION NO. 89-81

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LODI  
SETTING THE MONTHLY CONTROL POINTS FOR ITS APPOINTEES  
EFFECTIVE JUNE 26, 1989

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Ayes: Council members - Hinchman, Olson, Pinkerton, Reid and Snider (Mayor)

Noes: Councilmembers - None

Absent: Councilmembers - None

Attest:

*Alice M. Reimche*  
Alice M. Reimche  
City Clerk